

# ABC **2021** SAFETY PERFORMANCE REPORT

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*Understanding the Impact of Deploying  
ABC's STEP Safety Management System  
on Overall Safety Performance*

Presented by

# ABC 2021 SAFETY PERFORMANCE REPORT

## UNDERSTANDING THE IMPACT OF DEPLOYING ABC'S STEP SAFETY MANAGEMENT SYSTEM ON OVERALL SAFETY PERFORMANCE

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ABC engaged RSM, an independent third party and leading U.S. provider of audit, tax and consulting services, to recalculate ABC's calculations and check formulas used against published formula definitions. The 2020 STEP self-assessment data from ABC members was used to calculate the numbers reflected in the 2021 Safety Performance Report.

# You Can Achieve World-class Safety. Start Today.

Executing on your commitment to world-class safety takes fortitude and effort, as it is fraught with leadership challenges. During this journey, leaders eventually ask themselves and their employees questions such as:

- Do we truly believe that all incidents are preventable?
- Are we unwilling to compromise someone's safety for profit, productivity, schedule or any other priority?

ABC provides the industry with four tools that help create the conditions for everyone to complete their work without incident and go home safe and healthy every day.

**1** ABC's STEP is a world-class safety management system improved annually by the ABC National Health and Safety Committee.

**2** The annual ABC Safety Performance Report analyzes the cause-and-effect relationship between best-in-class processes and incident prevention.

**3** ABC's Safety Academy helps construction companies lay out a multi-year plan to achieve industry-leading safety results.

**4** A suite of best practices and model policy supported by classroom and virtual education is delivered at national events and through our 69 chapters across the United States.

A headshot of Michael D. Bellaman, a middle-aged man with short, light brown hair, wearing a dark suit, white shirt, and a patterned tie. He is smiling slightly.

Michael D. Bellaman  
President and CEO

A headshot of Greg Sizemore, a middle-aged man with a mustache and glasses, wearing a dark suit, light blue shirt, and a striped tie. He is smiling.

Greg Sizemore  
Vice President, HSE and  
Workforce Development

A headshot of Stephen M. Wiltshire, a middle-aged man with short, light brown hair, wearing a dark suit, white shirt, and a gold tie. He is smiling.

Stephen M. Wiltshire  
Director of Safety

If we choose to lead, if we  
choose to commit, and if  
we choose to transform,  
together we will create  
the conditions for all to do  
their work without incident  
and go home safe and  
healthy every day.

These tools provide leaders with a roadmap to win and deliver their work without incident:

**Leadership commitment** to an organization that creates the conditions for all to do their work without incident.

**Cultural transformation** into a company where every employee believes all incidents are preventable.

Deployment of a **world-class safety management system** throughout the organization with the desire to achieve industry-leading results.

**World-class results** delivered using leading and trailing indicators to share successes and lessons learned with all employees.

I am confident the 2021 ABC Safety Performance Report will help you on your journey. Please feel free to share the report widely with your teammates, specialty contractors, clients and competitors.

If we choose to lead, if we choose to commit and if we choose to transform, together we will create the conditions for all to do their work without incident and go home safe and healthy every day.



Michael D. Bellaman  
President and CEO  
Associated Builders and Contractors

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Introduction

Every company that works in construction wants to send its workers home in the same condition in which they arrived—if not even better—after an active day of work that stimulates the mind and body.

Until now, relatively few studies have been conducted on the correlation between the use of measures companies can take to keep workers safe on jobsites—leading indicators—and the number of incidents, accidents and injuries that occur—trailing indicators. The empirical evidence did not exist.

Associated Builders and Contractors created the Safety Performance Report to address this issue.

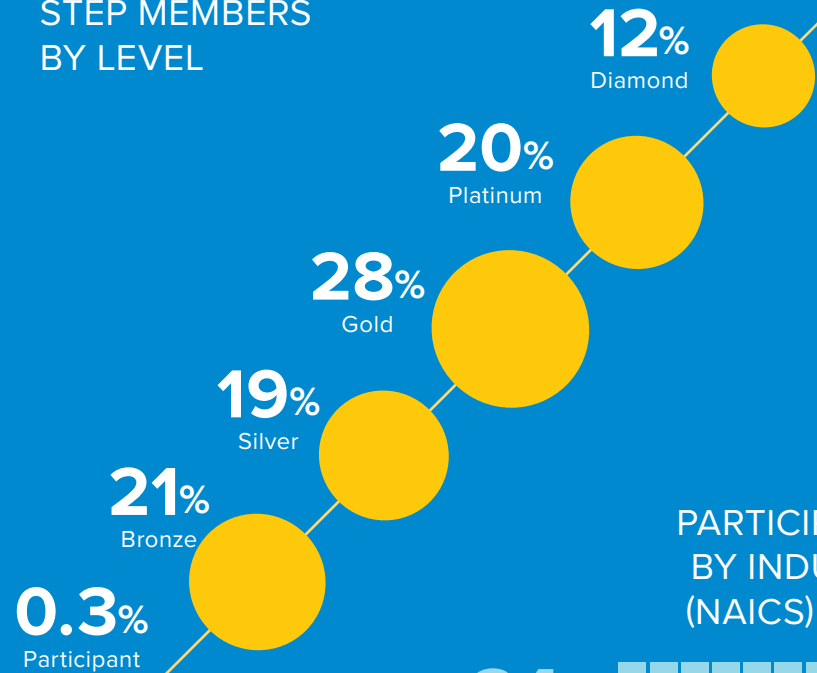
The charts and summaries within this report present the clearest picture to date of the remarkable impact that leading indicator use has on a company’s safety performance: fewer disrupted or lost lives and a safer jobsite regardless of the size of the company. In fact, companies that engage in leading indicator use are, statistically, considerably safer than their peers.

Leading indicator programs work to improve safety performance.

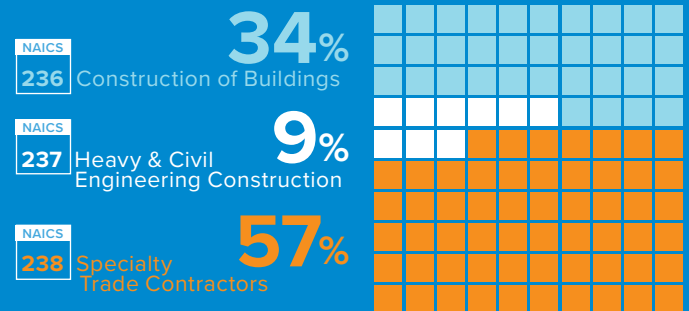
## Methodology

The 2021 ABC Safety Performance Report is based on submissions of unique company data gathered from members that deployed STEP in 2020. ABC collects each company's trailing indicator data as reported on its annual Occupational Safety and Health Administration Form 300A ("Summary of Work-related Injuries and Illnesses") and its self-assessment of leading indicator practices from its STEP application. Each of the 35 data points collected is sorted using statistically valid methodology developed by the U.S. Bureau of Labor Statistics for its annual Occupational Injuries and Illnesses Survey and then combined to produce analyses of STEP member performance against BLS industry average incident rates.

### STEP MEMBERS BY LEVEL

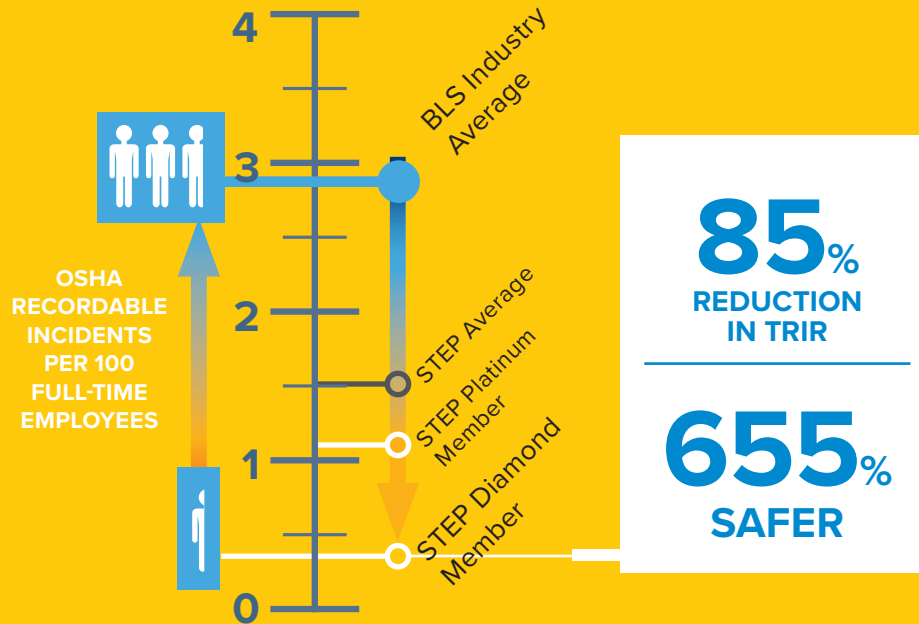


### STEP PARTICIPANTS BY INDUSTRY (NAICS) CODE





## ABC STEP MEMBERS ARE SAFER THAN THE INDUSTRY AVERAGE



Total Recordable Incident Rate: STEP vs. the U.S. Bureau of Labor Statistics Industry Average

## What if Your Company Could Be 655% Safer Than the Industry Average?

And you could reduce your Total Recordable Incident Rate by 85%?

It's more than possible. **It's doable.**

The 2021 ABC Safety Performance Report is not a research project or an academic study. It captures the results of ABC STEP member companies performing real work on real projects. ABC is building on the analysis of nearly a billion hours of work annually presented in the 2017, 2018, 2019 and 2020 reports to identify what comprises a world-class safety program.

## TRAILING INDICATORS: OUTPUTS AND RESULTS

### Measuring Safety Performance

The construction industry has long evaluated safety performance based on trailing indicators—statistics that measure performance based on past incidents or conditions. These statistics judge companies not on the steps taken to prevent jobsite injuries and fatalities, but rather on the number of past safety failures. Trailing indicators only tell part of the story.

Safety performance isn't reflected in what you **did**. It's reflected in what you're **doing**.



Total Recordable  
Incident Rate



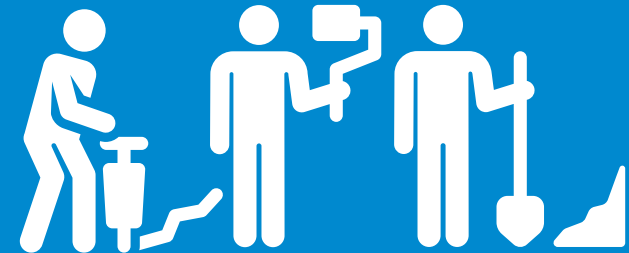
Days Away,  
Restricted or  
Transferred Rate



Experience  
Modification Rate

# 3

FATAL  
INJURIES  
PER DAY



Every workday in the construction industry, an average of three people are fatally injured.



## LEADING INDICATOR IMPLEMENTATION



## TRAILING INDICATOR PERFORMANCE

GOAL: Determine the correlation between **leading** indicator implementation and **trailing** indicator performance.

## What's Behind World-class Safety Performance?

Innovative thinking from contractors, the owner/user community and insurers puts leading indicators under the microscope.

ABC has been studying how to improve safety through STEP since 1989.

The 2020 STEP application is comprised of key components—leading indicators that are proven to improve safety performance and the criteria that indicate best practices. Members that deploy STEP score their level of achievement for each component on a weighted scale of 0 points (low score) up to 12 points (high score). Companies receive a recognition level of Diamond, Platinum, Gold, Silver, Bronze or Participant based on their score.

ABC quantified the positive impact of proactive injury and hazard elimination tools on the jobsite using data gathered from STEP participants in construction, heavy construction, civil engineering and specialty trades. Analyzing aggregated data allows ABC to determine how measures taken to prevent incidents actually improve trailing indicator performance.

**Key components of a  
world-class safety program.**



**ABC** | **STEP**  
 Associated Builders and Contractors  
 Safety Management System

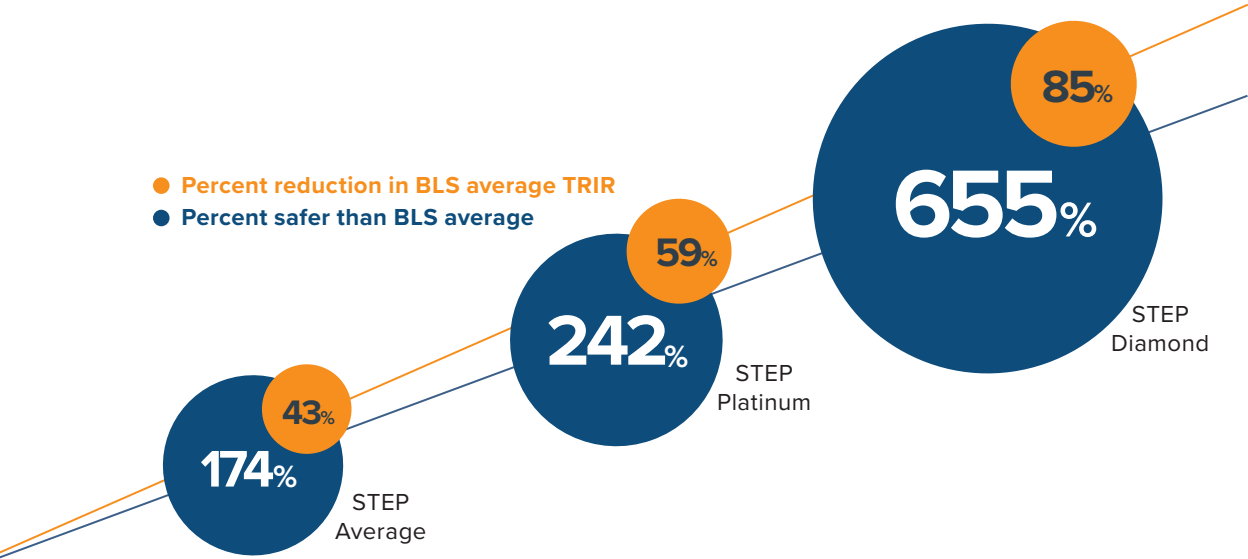
NEW HIRE SAFETY ORIENTATION  
TOOLBOX TALKS  
INCIDENT INVESTIGATIONS  
SUPERVISOR SAFETY TRAINING  
PRE-PLANNING FOR PROJECT SAFETY  
RESOURCES FOR SAFETY  
SUPERVISOR SAFETY MEETINGS  
EMERGENCY RESPONSE/FIRE ELIMINATION PLAN  
PRE-PLANNING FOR PROJECT SAFETY  
TOP MANAGEMENT ENGAGEMENT  
LEADING INDICATORS  
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RESOURCES FOR SAFETY  
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TASK-SPECIFIC SAFETY PROCESS  
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EMERGENCY RESPONSE/FIRE ELIMINATION PLAN  
TOP MANAGEMENT ENGAGEMENT

# STEP ACHIEVEMENT LEVELS

|                                                                                                                      | Diamond | Platinum | Gold | Silver/Bronze |
|----------------------------------------------------------------------------------------------------------------------|---------|----------|------|---------------|
| TRIR at or below 50% of the BLS NAICS code average in each of the previous three data years                          | ●       |          |      |               |
| TRIR 25% below the BLS NAICS code average for the data year                                                          |         | ●        |      |               |
| TRIR at or below BLS NAICS code average for the data year                                                            |         |          | ●    |               |
| EMR at or below 0.7 beginning Jan. 1 of the application year                                                         | ●       |          |      |               |
| EMR at or below 0.8 beginning Jan. 1 of the application year                                                         |         | ●        |      |               |
| No lives lost or catastrophic incidents, company-wide, during the application year                                   | ●       | ●        |      |               |
| No lives lost or catastrophic incidents, company-wide, during the previous three years resulting in an OSHA citation | ●       | ●        |      |               |
| Minimum key components score                                                                                         | ●       | ●        | ●    | ●             |

# Get Into STEP

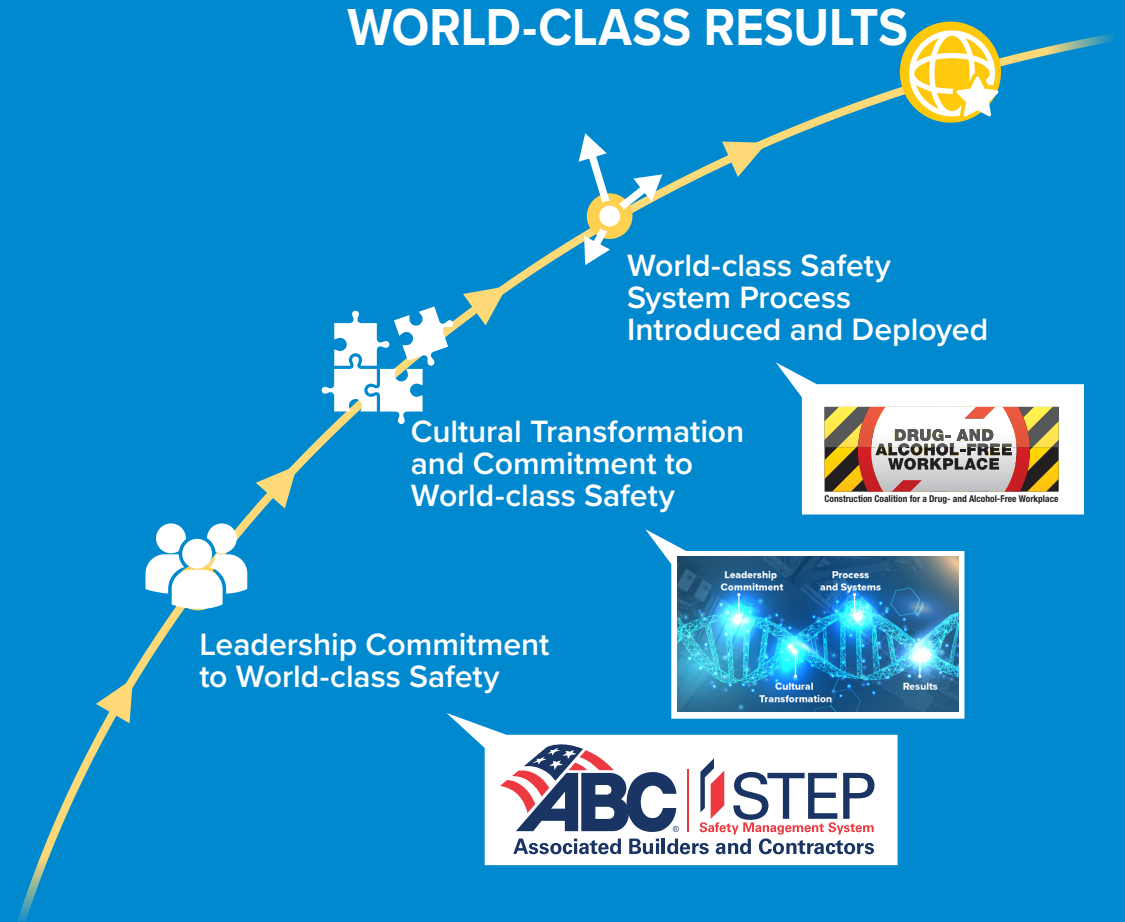
- Analyze your safety and loss program
- Learn the best practices that reduce TRIR, DART and EMR
- Benchmark your safety record against similar companies and industry averages
- Measure improvement from year to year
- Show your safety commitment to potential clients and insurers



To get started, visit [abc.org/step](https://abc.org/step).

# The Roadmap to World-class Safety

**LEADERSHIP** is the courage to be out front, challenge the status quo and create a **CULTURE** that is passionate in its belief that all incidents are preventable—a culture where safety is considered a moral obligation not just for leaders, but for all employees. A culture of safety cannot exist without leaders taking a stand that includes an unwillingness to compromise safety and modeling this belief in every action. **PROCESS** is the intentional, systematic implementation of a safety management system that enables a firm to initiate and sustain their journey to world-class safety. **RESULTS** are the tangible benefits that arise from the consistent implementation of the preceding components.





LEADING  
INDICATORS

SUBSTANCE  
ABUSE  
PROGRAMS

NEW HIRE  
SAFETY  
ORIENTATION

TOOLBOX  
TALKS

TOP  
MANAGEMENT  
ENGAGEMENT

## **The Foundations of World-class Safety**

The top-performing  
STEP members  
implement these best  
practices as part of  
a world-class safety  
management system.

## BEST PRACTICES

# Leading Indicators

Tracking and reviewing activities carried out to prevent and control injury, such as safety training, new hire safety orientation and behavior-based safety observations, leads to a 64% reduction in TRIR and DART rates.

## RESULTS

“The use of leading indicators such as near misses, unsafe acts and unsafe conditions to predict future safety performance and exposure levels are logical next steps in successfully improving safety health and environmental measurement and performance.”

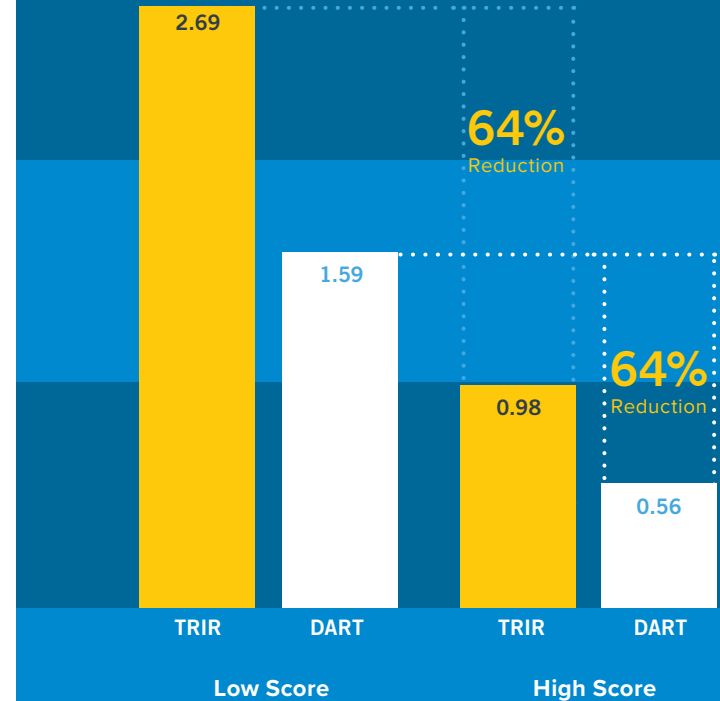
—Phillip Ireland, CHST, director of safety, Benchmark Construction, Brownstown, Pennsylvania, STEP Gold

Leading indicator data is collected daily and input into a spreadsheet or safety app for analysis against the previous week.

The company identifies and defines a minimum of four leading indicators that are not post-injury-related.

Leading indicator data is reviewed weekly by the owner/CEO and site management and work practices are adjusted accordingly.

## ESTABLISHMENT AND ANALYSIS OF LEADING INDICATORS: LOW SCORE VS. HIGH SCORE



## New Hire Safety Orientation

Companies that conduct an in-depth indoctrination of new employees into the safety culture, systems and processes based on a documented orientation process experience 52%-54% lower incident rates than companies that limit their orientations to basic safety and health compliance topics. The CEO or senior leadership delivers that introduction to the company's safety culture and core values, including:

Safety commitment, expectations and responsibilities

Workplace safety rules specific to the site and hazards

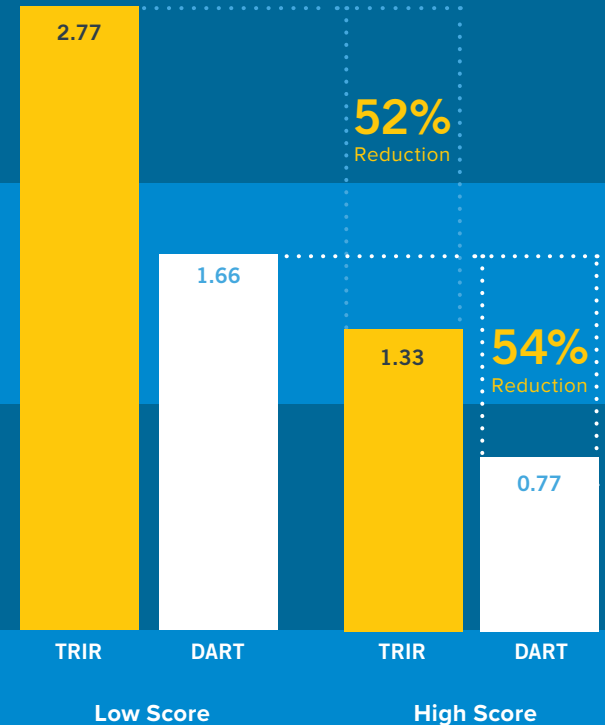
Hazard, injury and emergency communication and reporting procedures

Protective gear/safety skills demonstrations

Assignment of a safety mentor to each new hire until orientation is complete

Performance evaluation and recordkeeping

## NEW HIRE SAFETY ORIENTATION: LOW SCORE VS. HIGH SCORE



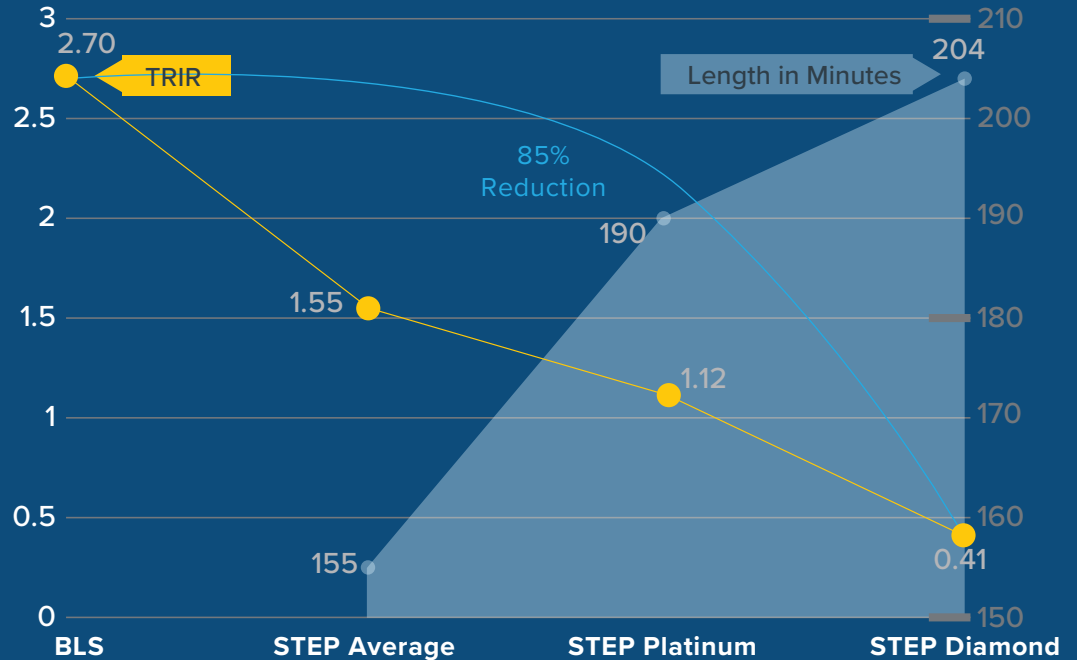


**“You are only given one opportunity to establish your expectations, and the safety standard will hold employees accountable, too. Your new hire orientation is an absolute gift—use it!”**

—Greg Sizemore, vice president of health, safety, environment and workforce development, Associated Builders and Contractors, Washington, D.C.

## IN-DEPTH SAFETY ORIENTATIONS ARE MORE EFFECTIVE

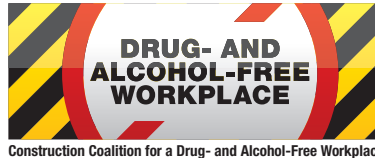
STEP Diamond companies that conduct new hire orientation sessions of more than 200 minutes on average improve their TRIR by 85%.



## BEST PRACTICES

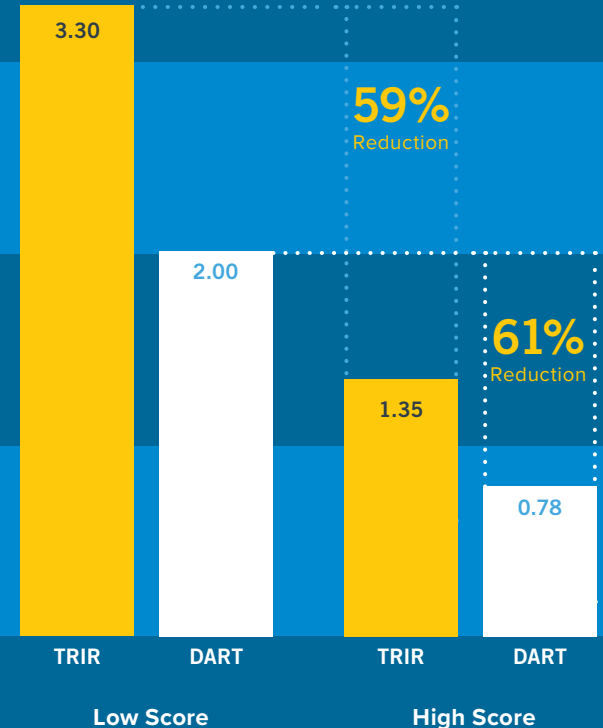
## Substance Abuse Programs

One-third of all incidents on construction jobsites are drug- or alcohol-related. Substance abuse programs/policies with provisions for drug and alcohol testing where permitted lead to a 59% reduction in TRIR and a 61% reduction in DART rates. Plus, substance abuse testing can be an effective method of incident prevention if used properly.



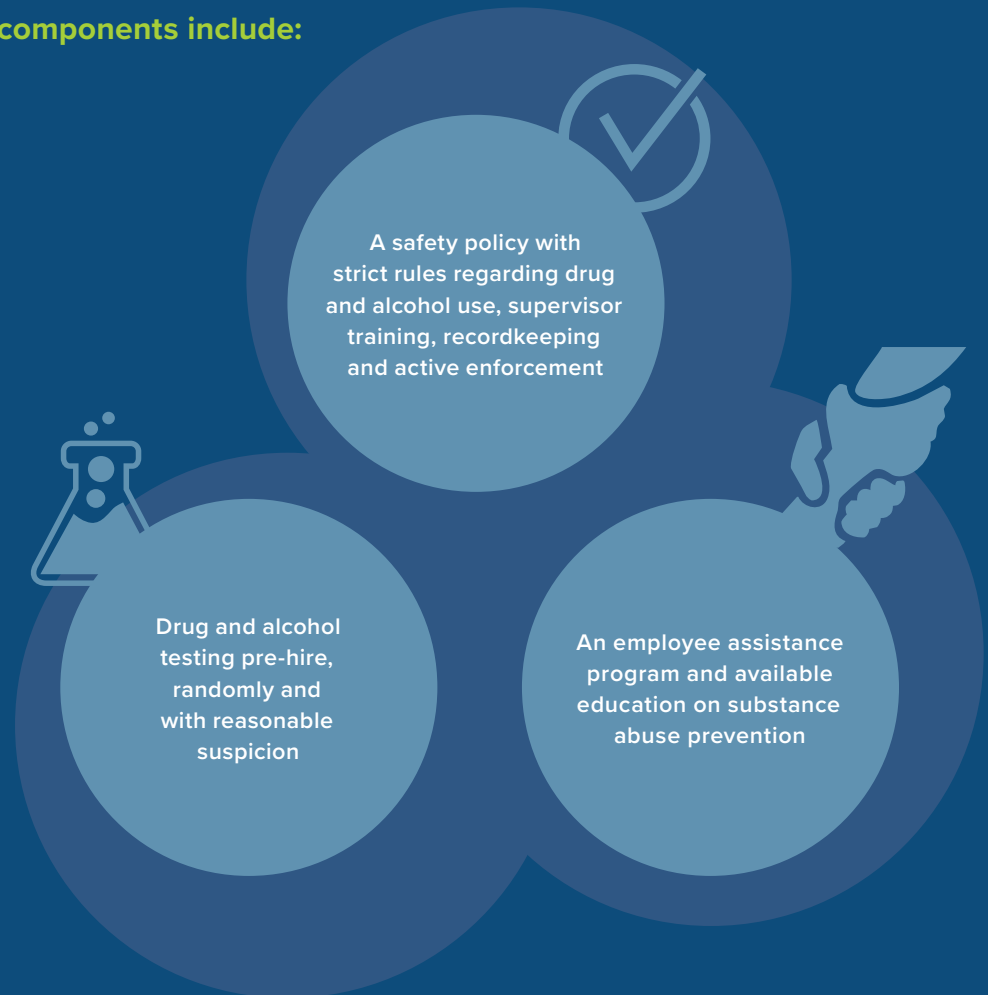
ABC is an active member of the Construction Coalition for a Drug-and Alcohol-free Workplace. Signing the pledge is a STEP requirement. Take the pledge at [drugfreeconstruction.org](https://drugfreeconstruction.org).

## SUBSTANCE ABUSE PROGRAMS: LOW SCORE VS. HIGH SCORE



## SUBSTANCE ABUSE PROGRAMS REDUCE INCIDENTS

Key components include:



“In today’s ever-changing and often fast-paced construction environment, it is critical for the health and safety of our workers that they work in a drug-free workplace. Our team members are committed to ensuring that our employees are free from substances that may impede their ability to make sound decisions that have a direct impact on their safety. That’s why ABC requires all members who deploy STEP to pledge to confront this important issue head-on as part of their annual application process.”

—Daryl Guercio, director of global environmental, health and safety compliance, BrandSafway, Prairieville, Louisiana, STEP Platinum

# FREQUENCY OF TOOLBOX TALKS



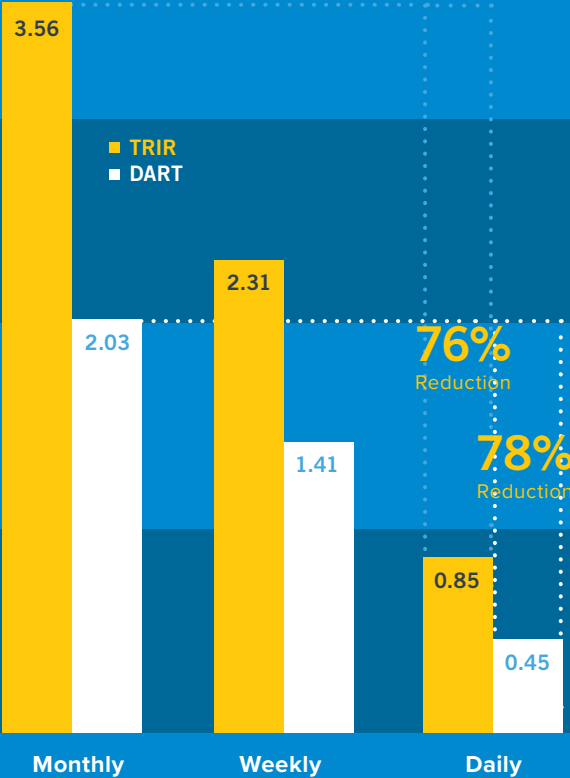
## BEST PRACTICES

### Toolbox Talks

Can you brief employees on safety too much? No matter what you may have heard, there is no negative effect to conducting daily toolbox talks—brief, single-topic training sessions of 15 to 30 minutes held on the jobsite for all employees. The less frequently this type of training is conducted and the fewer safety topics covered, the higher the trailing indicators. Companies that conduct daily toolbox talks reduce TRIR by 76% and DART rates by 78% compared to companies that hold them monthly.

**“Toolbox talks are a vital component of a strong safety culture. We use these daily talks as a means to communicate relevant safety awareness and education topics to our employees and to focus crews’ attention on the tasks at hand.”**

—J.D. Slaughter, P.E., president, S & B Engineers and Constructors Ltd., Houston, STEP Diamond and ABC Accredited Quality Contractor



## Top Management Engagement Matters

Employer involvement at the highest level of company management produces a 59% reduction in TRIR and DART. In high-scoring ABC STEP member firms, the owner/CEO:

Is a direct and active participant in the safety program

Instills personal accountability for safety throughout the company

Tracks and annually reviews safety goals and objectives

Solicits feedback on the safety program and seeks ways to improve it

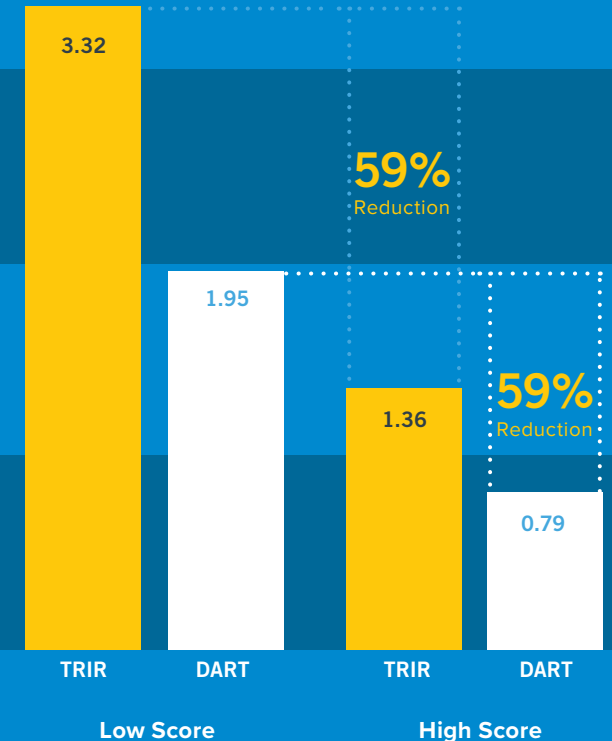
Commits resources—money, time, personnel, equipment, supplies, etc.

Integrates safety into performance appraisals and other company operations

**“Do not underestimate the value it brings and the lasting impression you leave on your employees when top management engages with the team at the jobsite level. This basic principle of showing you care, taking the time to talk with the team to understand their concerns, walk in their shoes and reinforce all the positive behaviors taking place is inspiring and motivating. When the team sees that you care and feels your support, workers will perform at their best.”**

—Michael W. Bennett, vice president, The Cianbro Cos., Pittsfield, Maine,  
STEP Diamond and ABC Accredited Quality Contractor

## TOP MANAGEMENT ENGAGEMENT: LOW SCORE VS. HIGH SCORE



**SUPERVISOR  
SAFETY  
TRAINING**

**PRE-PLANNING  
FOR PROJECT  
SAFETY**

**BEHAVIOR-BASED  
SAFETY**

**EMERGENCY  
RESPONSE/FIRE  
ELIMINATION  
PLAN**

**SUPERVISOR  
SAFETY  
MEETINGS**

**INCIDENT  
INVESTIGATIONS**

**RESOURCES  
FOR SAFETY**

**TASK-SPECIFIC  
SAFETY  
PROCESS**

## **Eight Core Leading Indicators**

A leading indicator is a system or process used to identify hazards and eliminate or minimize the condition to prevent injury.

This report focuses on eight core leading indicators that have the most dramatic impact on safety performance.



CORE LEADING INDICATORS

# Supervisor Safety Training

Ensuring all supervisory personnel have an in depth, well-versed understanding of the company’s safety policy, supervisor safety expectations and other specific competencies reduces TRIR and DART by more than 50%.

“Roche Constructors trains supervisors to incorporate safety best practices into their daily management activities, which includes demonstrating they have acquired the knowledge and skills from training and are prepared to implement them in the workplace.”

—Thomas J. Roche, president/CEO, Roche Constructors Inc., Greeley, Colorado, STEP Platinum and ABC Accredited Quality Contractor



In addition, all employees have access to professional development opportunities and annual refresher safety training.

## USE OF SUPERVISOR SAFETY TRAINING: LOW SCORE VS. HIGH SCORE





## CORE LEADING INDICATORS

# Pre-planning for Project Safety

Educating project supervisors and other key personnel in pre-planning for project safety and safety pre-planning reduces TRIR by 55% and DART rates by 57%.

**“Safety starts in preconstruction. At Balfour Beatty, we believe every project should be reviewed with our SH&E and Operations teams while the projects are in the preconstruction phase to create plans and identify how to eliminate or mitigate safety risk.”**

—Keith McCoy, senior vice president, Operational Excellence, Balfour Beatty, Fairfax, Virginia, STEP Diamond and ABC Accredited Quality Contractor

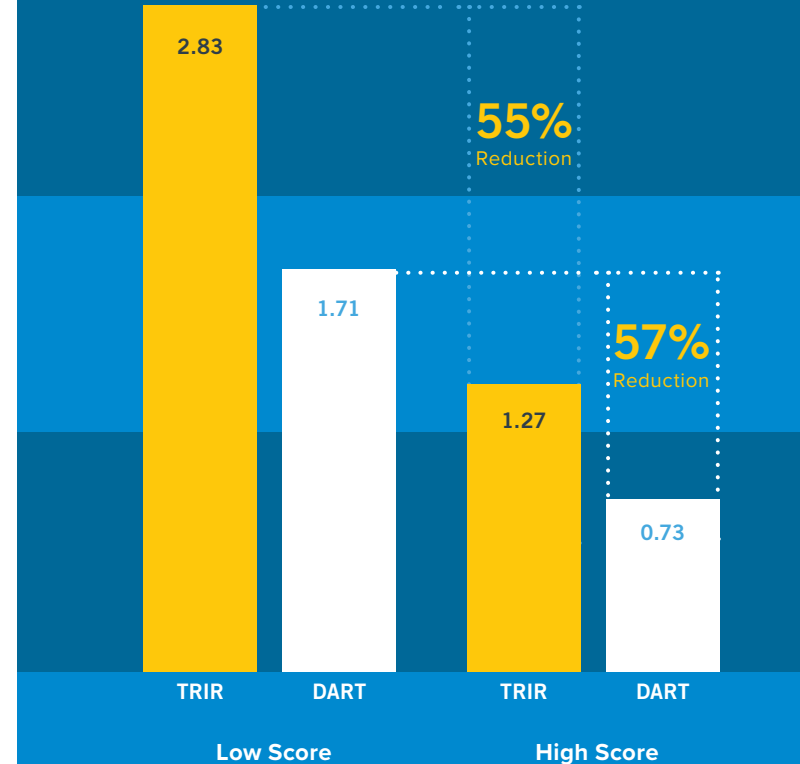
Project safety and safety pre-planning are integrated into the estimate, bid, mobilization and demobilization stages of projects.

A checklist ensures a consistent and comprehensive approach to exposure evaluation and resource needs.

Project safety plans are regularly updated throughout the life of project.

Key components of the pre-plan are communicated to all site employees (including specialty contractors) before implementation.

## PRE-PLANNING FOR PROJECT SAFETY: LOW SCORE VS. HIGH SCORE





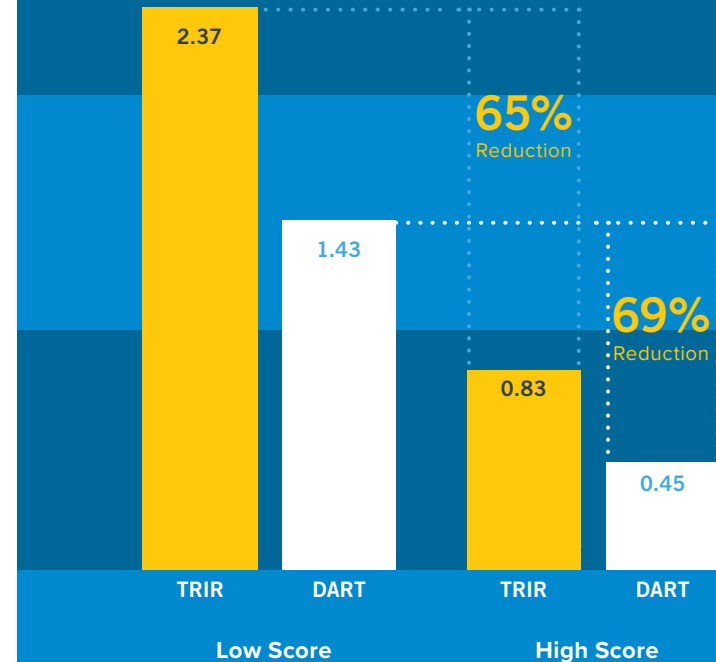
## CORE LEADING INDICATORS

**Behavior-based Safety**

A process that informs management and employees of the overall safety culture in the workplace through safety observations improves TRIR and DART by 65% and 69%, respectively.

“Rarely are people hurt in our industry from faulty tools and equipment. It happens, but more likely, injuries are taking place because of our behaviors: How we use the tools and where we place our bodies. A behavior-based safety program gives you the opportunity to get upstream of these behaviors before something bad happens. It will be one of the most effective tools in your safety program.”

—Michael W. Bennett, vice president,  
The Cianbro Cos., Pittsfield, Maine,  
STEP Diamond and ABC Accredited  
Quality Contractor

**BEHAVIOR-BASED SAFETY: LOW SCORE VS. HIGH SCORE**



## CORE LEADING INDICATORS

# Emergency Response/Fire Elimination Plan

A comprehensive fire elimination plan that tiered contractors are contractually bound to follow leads to a 59% reduction in TRIR and a 62% reduction in DART rates.

Training on portable fires extinguishers is provided

Hot work recognition, training and permitting includes a 30-minute fire watch

Only approved flammable and combustible containers are used/allowed on site

Housekeeping includes frequent and consistent disposal of combustible materials

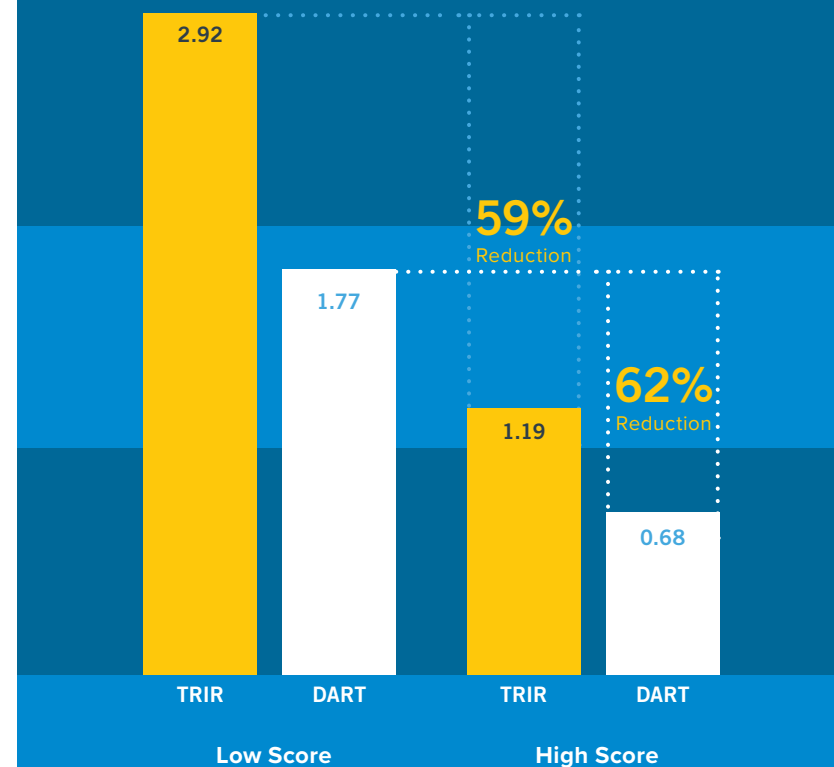
Evacuation, assembly point and head count procedures are published, posted and communicated

Compressed gas is handled, stored and used per manufacturers' recommendations

“The act of pre-planning for emergencies on your jobsite is essential. This involves actions for those who work on the site as well as coordination with emergency responders coming to aid site personnel. Emergency planning should include fire prevention, medical emergencies, weather- and nature-related events and civil disturbances. We have a responsibility to protect everyone who works for us and on our sites.”

—Joel C. Pickering CIT, CHMM, EH&S director/senior vice president, Lendlease (US) Construction LMB Inc., New York, New York, STEP Platinum

## EMERGENCY RESPONSE/FIRE ELIMINATION PLAN: LOW SCORE VS. HIGH SCORE





## CORE LEADING INDICATORS

# Supervisor Safety Meetings

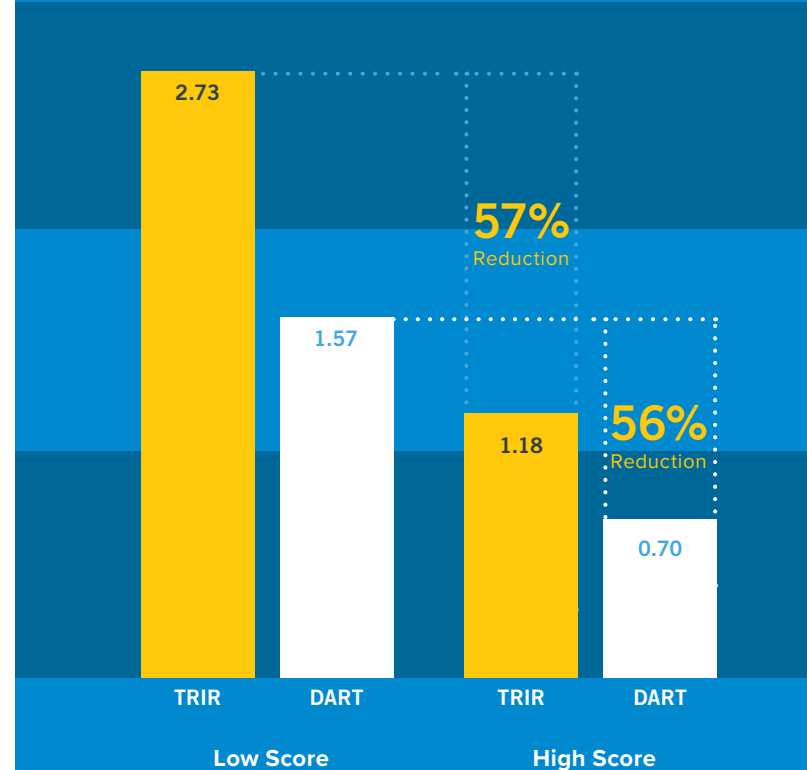
Conducting weekly safety meetings with supervisors and distributing minutes for review leads to a 57% reduction in TRIR and a 56% reduction in DART rates.

“When our frontline supervisors are visible and engaged, plan each operation and control our work, we have seen dramatic benefits in safety, quality and schedule. And the beauty is that the inputs—leadership, planning, and control—are solely in our power to influence and develop through effective weekly supervisor safety meetings. Holding weekly supervisor safety meetings that focus on pre-planning high risk activities, lessons learned and dedicated training has been critical to cultivating frontline safety leadership and, by extension, overall safety culture.”

—Matt K. McCaulley, director of operations,  
Mid Atlantic District, Hensel Phelps, Greeley,  
Colorado, STEP Platinum and ABC Accredited  
Quality Contractor



## EMPLOYER-CONDUCTED SUPERVISOR SAFETY MEETINGS: LOW SCORE VS. HIGH SCORE





## CORE LEADING INDICATORS

# Incident Investigations

A systematic process to find the root causes of problems and develop effective solutions to improve performance reduces TRIR and DART by more than 50%.

“A systematic incident investigation process is vital to determining areas of immediately needed improvement and creating lessons learned to share and prevent future and repeated consequences. Historically, this is one the best ways to begin to focus one’s efforts to achieve and sustain a high level of safety performance and awareness overall.”

—Ryan Odendahl, president, Kwest Group, LLC. Dublin, Ohio, STEP Diamond and ABC Accredited Quality Contractor

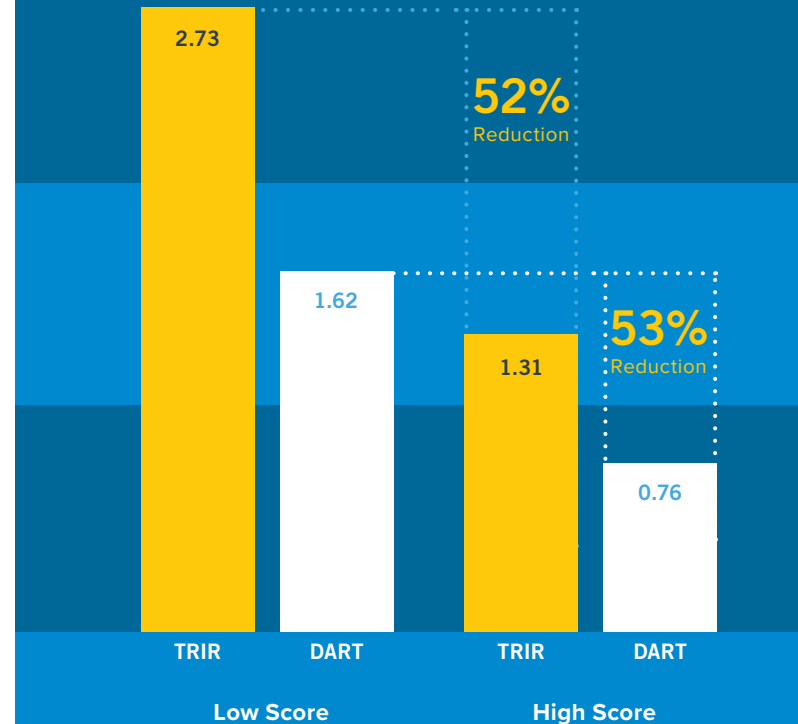
Employers reviews all incidents, including good catches and potential significant events.

Supervisors are trained in incident investigation, including root cause, casual factors and/or fault tree analysis.

All incidents are investigated promptly by top management and safety personnel, and a preliminary report is communicated within 24 to 48 hours.

Documented corrective actions are taken and final incident outcomes are openly shared across the organization to improve overall safety performance.

## INCIDENT INVESTIGATIONS: LOW SCORE VS. HIGH SCORE



## BEST PRACTICES

# Resources for Safety

Regularly budgeting or investing in safety resources and tracking and evaluating their effectiveness leads to a reduction in TRIR of 49% and a reduction in DART of 51%.



All safety resources, such as funds, time, personnel, equipment and supplies are regularly budgeted or invested.

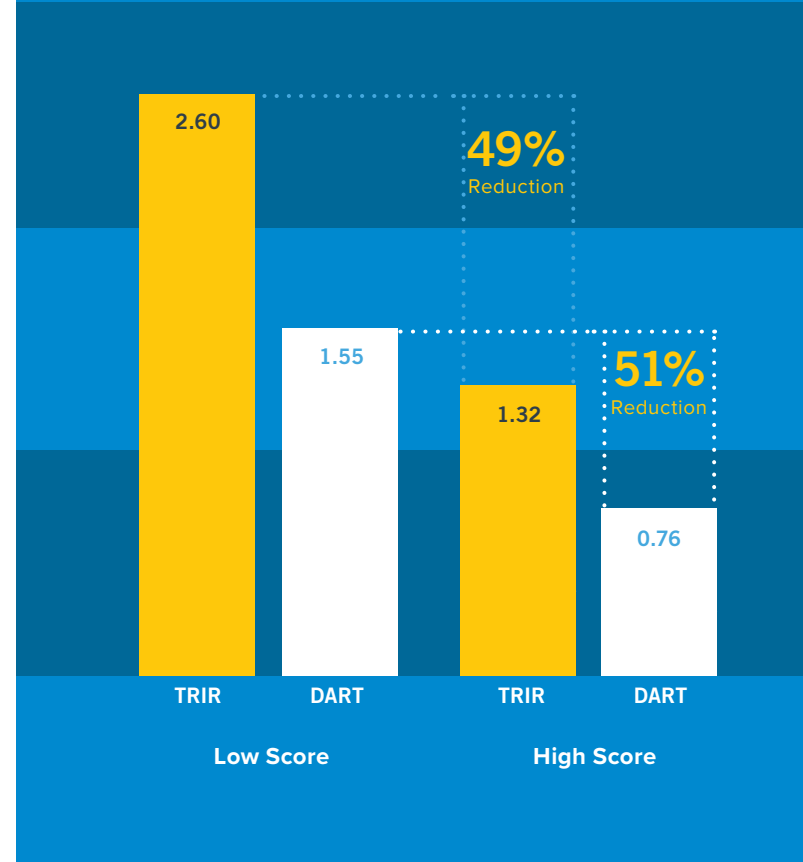
Return on safety investment, both actual or projected, is tracked to evaluate effectiveness of resource allocation and to guide future expenditure decisions.

Resource funding and expectations are explained to supervisory personnel upon hire or promotion.

“At Milender White, safety is a human issue. Safety training, teaching, observations, huddles and daily MW Cares conversations with all employees and trade partners are the essential foundations of our safety culture. Planning for and dedicating adequate resources to ensure the safe performance of all construction activities is the expectation for all. Every day, every step of the way, we aspire to achieve world-class safety.”

—Allen Becker, field executive, Milender White, Arvada, CO,  
STEP Diamond and ABC Accredited Quality Contractor

## RESOURCES FOR SAFETY: LOW SCORE VS. HIGH SCORE



## CORE LEADING INDICATORS

### Task-specific Safety Process

Establishing a process to define the scope of work, analyze hazards, develop and implement hazard control methods, perform the work within established controls as well as provide feedback and continuous improvement leads to a 60% reduction in TRIR and DART rates.

“It is essential that every task have a specific process outlined. It is easy to see these as quality and productivity measures, however, the primary focus is on safety. By planning and auditing task-specific processes that start and end with safety, we can ensure a safe work environment.”

—Mike Freese, president, hth companies inc.,  
Union, Missouri, STEP Platinum and ABC  
Accredited Quality Contractor

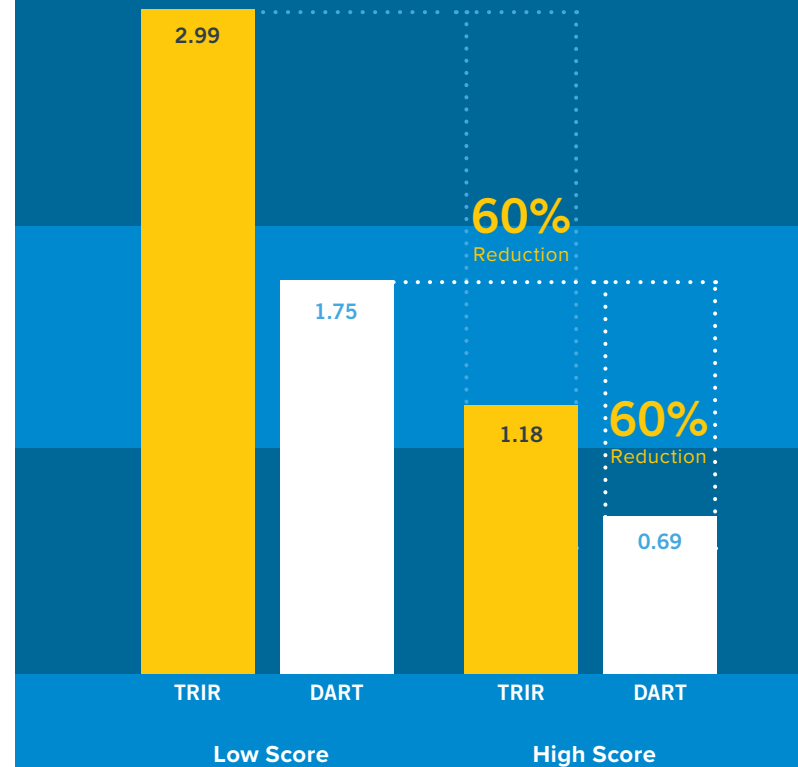
The process is consistently used and reviewed annually by top managers and safety staff

All personnel are trained in using the process and confirm their understanding of work hazards and mitigation processes

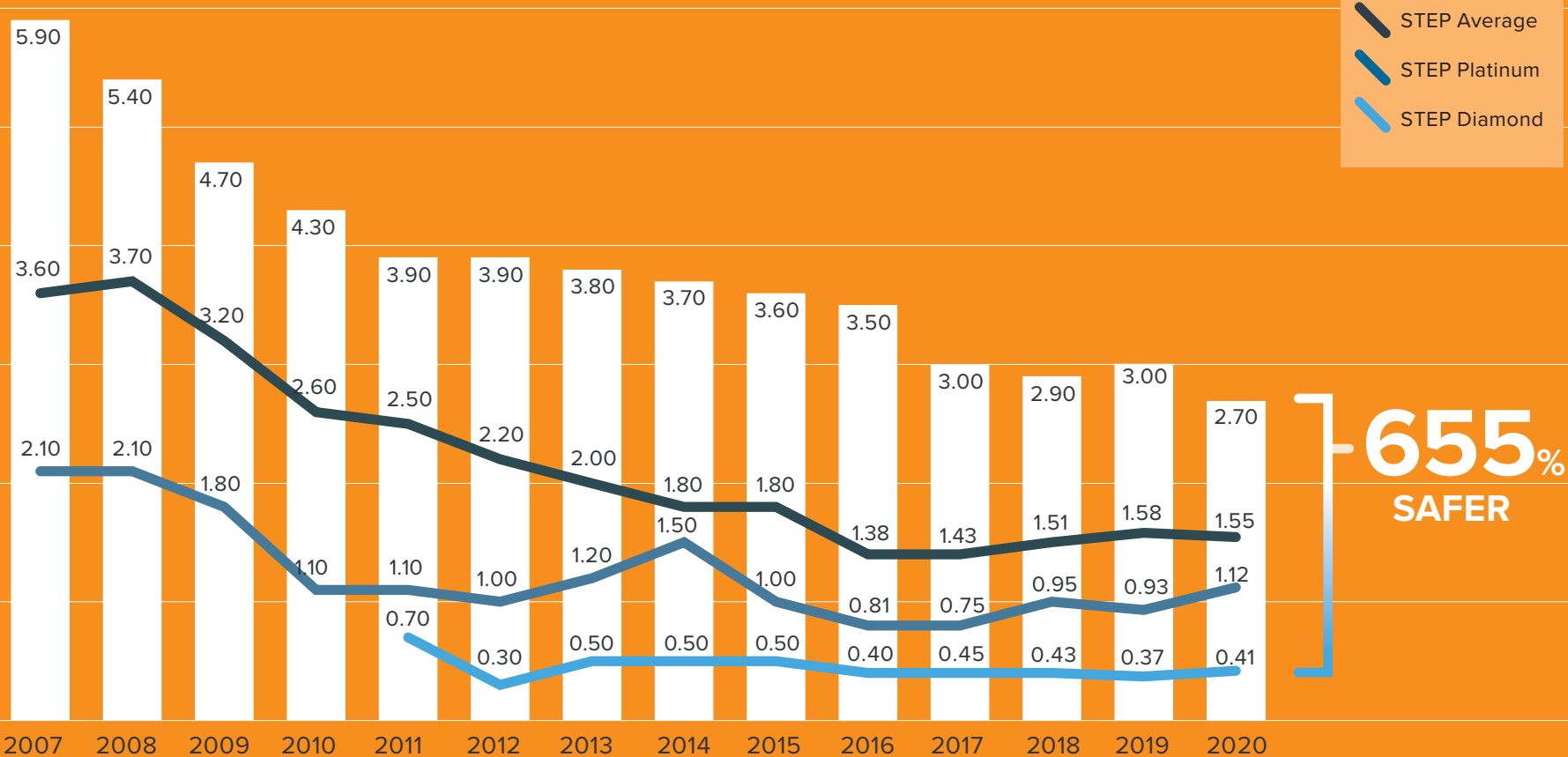
Each task is reviewed separately, and outcomes are explained to employees

A change in conditions require work to be stopped, and the process is reviewed and altered to complete the work safely

### TASK-SPECIFIC SAFETY PROCESS: LOW SCORE VS. HIGH SCORE



# BENCHMARKING STEP MEMBER SAFETY PERFORMANCE, 2007-2020



655%  
SAFER

Total Recordable Incident Rate: STEP vs. the U.S. Bureau of Labor Statistics Construction Industry Average

## ABC STEP DIAMOND MEMBERS

|                                   |                                      |                                    |                                        |                                        |
|-----------------------------------|--------------------------------------|------------------------------------|----------------------------------------|----------------------------------------|
| A & B Electric Co. Inc.           | BL Harbert International             | Comfort Systems USA Indiana        | Forrester Construction                 | IAN Construction Corp.                 |
| A M King                          | Blasy Electric Inc.                  | Copeland & Johns                   | G.E. Insulation Co.                    | IG Services LLC                        |
| A. J. Excavation Inc              | Bo-Mac Contractors Ltd.              | Corbins Service Electric LLC       | Gainesville Mechanical Inc.            | Infratech International LLC            |
| A.J. Kirkwood & Associates Inc.   | Bobbitt Design Build                 | CORE Construction                  | Gallant Industrial                     | Insulations Inc.                       |
| ACI Mechanical Inc.               | Bordeaux Construction Co. Inc.       | County Group Cos.                  | GC Commercial Inc.                     | Interstate Electrical Contractors Inc. |
| Acoustic Solutions                | Brandt Construction Inc.             | D.E. Harvey Builders Inc.          | Gibbs Construction LLC                 | Interstates                            |
| Agantic Group LLC                 | Breaking Ground Contracting Co.      | DaKO Services LLC                  | Gilbane Building Co.                   | ISC Constructors LLC                   |
| Agbayani Construction Corp.       | Brewer Construction Services LLC     | David Crowell Electric Inc.        | Gilbane Building Co.                   | ISO Services                           |
| AIM Services Inc.                 | Brown & Root Industrial Services LLC | Delaware Elevator Inc.             | Glenmark Construction Co. Inc.         | J & J Fire Protection Co. Inc.         |
| All Star Cutting & Coring LLC     | BRYCON Construction                  | Diamond Glazing Inc.               | Glenshaw Corp. / Glenshaw              | J. D. James Inc. D/B/A Nature Bridges  |
| Allan Myers                       | Burton Construction                  | Dilling Group Inc.                 | Distributors Inc.                      | JB Builders of Grand Rapids Inc.       |
| Alliance Electric Inc.            | C. S. Beatty Construction Inc.       | Domack Restoration LLC             | Global Construction Solutions Inc.     | JESCO Inc.                             |
| Alloy Construction Service Inc.   | C.O. Falter Construction Corp.       | DPR Construction                   | GMI - Greater Metroplex Interiors Inc. | JM Coull Inc.                          |
| Allstate Steel Co. Inc.           | Cadence McShane Construction         | Dubak Electrical Maintenance Corp. | Gonzales Commercial Electric Inc.      | JRT Top Notch Roofs                    |
| Alpha Building Corp.              | Co. LLC                              | E.E. Reed Construction L. P.       | Gray Construction                      | JVIC                                   |
| Alpha Mechanical Inc.             | Cajun Industries LLC                 | Early Services Inc.                | Graycor Southern Inc.                  | Karsten Interior Services              |
| American Constructors             | Carter Group LLC                     | Eastern Heating & Cooling Inc.     | GrayWolf Integrated Construction Co.   | Katerra Construction                   |
| American Plumbing Systems Inc.    | CBG Building Co.                     | Eastern Industrial Services Inc.   | Great Lakes Bay Construction           | KBR                                    |
| APTIM                             | CCL USA                              | EBCO General Contractor Ltd        | Griesenbeck Architectural              | Keller Brothers Inc.                   |
| Arkel Constructors Inc.           | CD Barnes Construction               | Edwards Electric Service LLC       | Products Inc.                          | Knobelsdorff Electric Inc.             |
| Asturian Group Inc.               | Central Concrete Products            | Ellsworth Builders Inc.            | Hall Electric Co.Inc                   | Kostmayer Construction LLC             |
| Austin Industrial Inc.            | Central Florida Waterproofing Inc.   | Elmstar Electric                   | Hallmark Iron Works Inc.               | Kwest Group LLC                        |
| Automated Temperature Controls    | Chamberlin Roofing &                 | F. L. Crane & Sons Inc.            | Harvey-Cleary Builders                 | L. D. Kerns Contractors Inc.           |
| B & Z Electrical Contractors Inc. | Waterproofing                        | Fargo Pacific Inc.                 | Hemma Concrete Inc.                    | Landry & Sons Acoustics Inc            |
| B.W. Kennedy and Co. LLC          | Chris Woods Construction Co Inc      | Fatboy Electric Inc                | Hess Construction + Engineering        | Landry/French Construction             |
| Baker Triangle Austin             | CIANBRO                              | FaverGray                          | Services Inc.                          | Lauger Cos. Inc.                       |
| Balfour Beatty                    | Classic Industrial Services Inc.     | First Cos. Inc.                    | Hoar Construction LLC                  | M. Davis & Sons Inc.                   |
| Balfour Beatty Construction       | Climatec LLC                         | Flintco LLC                        | Hourigan                               | MAC Construction & Excavating Inc.     |
| Barriere Construction Co. LLC     | ColonialWebb Contractors             | Florence Electric LLC              | HR Plumbing                            | MacKenzie Contracting Co. LLC          |
| Batten & Shaw Inc.                | Comfort Systems of Virginia Inc.     | Fogel-Anderson Construction Co.    | Iacoboni Site Specialists Inc.         | Manhattan Mechanical Services LLC      |



|                                      |                                     |                                     |                                    |
|--------------------------------------|-------------------------------------|-------------------------------------|------------------------------------|
| Marathon Electrical Contractors LLC. | Ocean Drywall Inc.                  | S&B Engineers and Constructors Ltd. | The Lemoine Co. LLC                |
| Marcus Construction                  | Orocon Construction LLC             | S. B. Ballard Inc.                  | The MacKenzie Cos.                 |
| MAREK                                | Overland Constructors Inc.          | SAW Contracting Inc.                | The Mundy Cos.                     |
| Mark Turner Construction LLC         | Paradigm Mechanical Corp.           | Saybr Contractors Inc.              | The Weitz Co.                      |
| Marquis Construction Services Inc    | Parris Construction Management      | SDV Construction Inc                | Thermal-Tec/Michigan Inc.          |
| McCarthy Building Cos. Inc.          | PCE Constructors Inc.               | SEDALCO Inc.                        | Thomas Construction Group LLC      |
| MDI Inc. General Contractors         | Peninsular Mechanical               | Shields Inc.                        | TIC-The Industrial Co.             |
| Mechanical Air Systems Co.           | Contractors Inc.                    | Skanska Building Inc.               | Triad Electric & Controls Inc.     |
| Meizinger Construction Services LLC  | Performance Contractors Inc.        | Skanska Building Inc.               | TriArc Construction LLC            |
| Merit Electrical Inc.                | Peterson Beckner Industries Inc.    | Slack & Co. Contracting Inc.        | Trio Electric                      |
| Messer Construction Co.              | Pioneer Roofing LLC                 | Slayden Plumbing & Heating Inc.     | TST Roofing                        |
| Metropolitan Contracting Co. LLC     | Polk Mechanical LLC                 | Southwest Electrical Contracting    | United Group Services Inc.         |
| Meyer Najem Construction             | Primoris Services Corp.             | Services Ltd.                       | United Systems Mechanical LLC      |
| Midstate Site Development LLC        | Priority Floors                     | SpawGlass Construction Corp.        | Valley Electrical Contractors Inc. |
| Milender White                       | QCI Thermal Systems                 | SR Trident Inc.                     | VIRTEXCO Corp.                     |
| Miller-Valentine Group               | Quandel - J. Vinton Schafer         | Standard Constructors Inc.          | W.M. Jordan Co.                    |
| MK Marlow Co. LLC                    | R & R Coatings                      | STARCON International Inc.          | W.S. Cumby Inc.                    |
| MKD Electric Inc.                    | R. C. Stevens Construction Co.      | Summit Construction Co. Inc.        | W.S. Nielsen Co. Inc.              |
| MMR Constructors Inc.                | Rabalais I & E Constructors         | Summit Industrial Construction LLC  | W.T. Byler Co.                     |
| Mobil Steel International Inc.       | Ralph G. Degli Obizzi & Sons        | Sun Construction and Facility       | Wadman Corp.                       |
| Monarc Construction Inc.             | Ref-Chem L.P.                       | Services Inc.                       | Wagman Construction Inc.           |
| Moss                                 | Register Roofing & Sheet Metal Inc. | Syncon LLC                          | Walker & Co. Inc.                  |
| Mountain States Fence Co.            | Repcon Inc.                         | T. E. Ibberson Co.                  | Westgate LLC                       |
| National Design Build Sevices LLC    | REW Corp.                           | Tadlock Roofing                     | Whitaker Construction Co. Inc.     |
| New Industries LLC                   | Richards Corp.                      | TAM Services Group Inc.             | Wondra Construction Inc.           |
| Norrell Construction Inc.            | River Cities Engineering Inc.       | Tao Mechanical LTD                  | Wood                               |
| North American Mechanical Inc.       | Robert A Tucknott & Associates Inc. | Tazewell Contracting                | Wu & Associates Inc./Design        |
| North Point Builders of Maryland LLC | Roy Anderson Corp                   | TEI Electrical Solutions            | Builders & General Co.             |
| Northwest Kent Mechanical Co.        | Rudy L. Hawkins Electrical          | Tellepsen Industrial                | Zachau Construction Inc.           |
| Nosal Builders Inc.                  | Contractor Inc.                     | The Anderson Co. LLC                |                                    |
| O'Rourke Wrecking Co.                | RUS Industrial LLC                  | The Brevard Co.                     |                                    |
| Oates Industries Inc.                | RUSH Construction Inc.              | The Brock Group                     |                                    |
| Ocean Construction Services Inc.     | S & S Roofing Systems Inc.          | The Haskell Co.                     |                                    |

## ABC STEP PLATINUM MEMBERS

|                                          |                                       |                                         |                                       |                                             |
|------------------------------------------|---------------------------------------|-----------------------------------------|---------------------------------------|---------------------------------------------|
| Action Gypsum Supply                     | AvalonBay Communities Inc.            | C. J. Coakley Co. Inc.                  | Coakley & Williams Construction       | DM Enterprises                              |
| A/C Technical Services LLC               | Avara Construction                    | C3 Construction Services LLC            | Coastal Construction of Tampa LLC     | DonahueFavret Contractors Inc.              |
| ABM Mechanical                           | Avary R.T.G. Inc.                     | Caddell Construction Co. (DE) LLC       | Coastal Masonry Inc.                  | Doster Construction Co. Inc.                |
| Access Electric Inc.                     | Avena Contracting LLC                 | Cal's Electrical Service                | Coats Electric                        | DP Inc.                                     |
| Ace Electric Inc.                        | Avila Construction Co.                | Camarata Masonry Systems LTD            | Cole Roofing Co. Inc.                 | Drillcore LLC                               |
| Ace/Avant Concrete Construction Co. Inc. | BakerTriangle                         | Cameron Construction Co.                | Commercial Fence Inc.                 | Dunn Building Co. LLC                       |
| ADEX Electrical                          | Balancing Service Co.                 | Canton Concrete                         | Conger Construction Group             | Durr Heavy Construction LLC                 |
| Adkins & Kimbrough Mechanical LLC        | Bayou City Industrial Contractors Ltd | Canyon Concrete Inc.                    | Consolidated Electrical Contractors   | E.W. Tompkins Co. Inc.                      |
| Adolfson & Peterson Construction         | BE&K Building Group                   | Capital Industries                      | Construction Managers of Ohio Inc.    | E3 Electric Ltd                             |
| Aggregate Technologies Inc.              | Beckett Electrical Services LLC       | Capital Interior Contractors Inc.       | Contech Control Services              | East Central Illinois Service Group (ECISG) |
| Ajax Building Corp.                      | Belfast Valley Contractors Inc.       | Carden Co. Inc.                         | Contractor Service & Fabrication Inc. | Edwards Plumbing Inc.                       |
| All Industrial Electric Inc.             | Bengal Crane & Rigging                | Casey Construction Group LLC            | Cook Brothers Inc.                    | Electrical Energy Systems Corp.             |
| All Star Glass & Mirror Inc.             | Bergelectric Corp.                    | Catcon Inc. Db a Catalyst Construction  | Cook Engineering Inc.                 | Electrico Inc.                              |
| Allied Pacific Builders Inc.             | Bergstrom Electric Inc.               | Cavan Construction Co. Inc.             | Coutts Bros. Inc.                     | Elite Construction & Development LLC        |
| American Boiler & Mechanical             | Better Enterprises Inc.               | CB Construction Services Inc.           | CR Crawford Construction LLC          | Elm Electrical Inc.                         |
| Anchor Singh Painting                    | Big-D Construction Corp.              | CBS Construction Services Inc.          | CraftCroswell                         | EMCOR Services New England Mechanical       |
| Angler Construction                      | Black Construction Corp.              | Cedar Lane LLC                          | Craig & Heidt Inc.                    | Emery Sapp & Sons Inc.                      |
| Apache Electrical Contractors Inc.       | BMWC Constructors Gulf Coast Inc.     | Ceiling Experts Inc.                    | Crossland Construction Co. Inc.       | Encore Electric Inc.                        |
| APC Construction LLC                     | Branch Builds                         | Cely Construction Co. Inc.              | D & K Electric Inc.                   | Energy Electric Co. Inc.                    |
| Architectural Metals Inc.                | Brand Safway Solutions LLC            | Centennial Contractors Enterprises Inc. | Dale Gruber Construction Inc.         | Enterprise Commercial Paving                |
| Ardent Services LLC                      | Brasfield & Gorrie                    | Central Builders Inc.                   | Damuth Trane                          | EPOC Construction Inc.                      |
| Armcorp Construction Inc.                | Breslin Contracting Inc.              | CF Evans Construction                   | Dan Vos Construction Co. Inc.         | Erland Construction Inc.                    |
| Arrieta Construction Inc.                | BrightView Landscape Development      | Champion Electric Inc.                  | DAVCON Inc.                           | Escon Builders                              |
| Associated Scaffolding                   | Brislin Inc.                          | Choate Construction Co.                 | David Allen Co. Inc.                  | Etolin Strait Development Group LLC         |
| Assurance Media LLC                      | Brite Electric                        | Clancy & Theys Construction Co.         | DAVIS Construction                    | EXCEL Group                                 |
| Auburn Constructors LLC                  | Broadmoor LLC                         | Claymar Construction II Inc.            | Del Rio Enterprises Inc.              | F & K Construction Inc.                     |
| AUI Inc.                                 | Brothers Mechanical Inc.              | CLI Energy And Construction LLC         | DELTA Services Inc.                   | F L Crane & Son's Inc                       |
| AUI Inc.                                 | Buist Electric Inc.                   | CMI General Contractors Inc             | Derrick Cos.                          | F.L. Crane & Sons Inc.                      |
| Austin Commercial                        | Burrow Global Services LLC            | CMS Corp.                               | DGC Glass Systems LLC                 |                                             |
|                                          | Byrne Construction Services           |                                         | DiSabatino Construction Co.           |                                             |

Facilities Protection Systems  
 Faith Technologies Inc.  
 Farrell Roofing Inc.  
 Fast Track Specialties LP  
 FCI Constructors Inc.  
 Ferguson Construction Co.  
 Ferrer Mechanical Services Inc.  
 Fidelity Building Services Group  
 Fisher Contracting Co.  
 Fisher Sand & Gravel Co.  
 Fisher Sand & Gravel Co. Inc.  
 Fite Building Co.  
 Flagstar Construction Co. Inc.  
 Force Corp.  
 Fordice Construction Co.  
 Forsythe Inc.  
 Foulger-Pratt  
 Fureigh Electric LLC  
 Fureigh Heavy Construction  
 Garney Cos. Inc.  
 Gene Frederickson Trucking &  
 Excavating Inc.  
 Genesis Corp.  
 George & Lynch Inc.  
 GFP Cement Contractors LLC  
 Gilbank Construction Inc.  
 Goldin & Stafford LLC  
 Gordon H. Bayer Inc.  
 Goss Electric Co. Inc.  
 GR Electric LLC  
 Graham Roofing Inc.  
 Great River Industries  
 Greystone Construction Co.

Group Industries LLC  
 GSL Electric Inc.  
 Gulf Coast A CRH Co.  
 Hahnel Bros. Co.  
 Haley-Greer Inc.  
 Harkins Builders Inc.  
 Harrison Construction Co. Inc.  
 Hartung Electric LLC  
 Hawaiian Rock Products  
 Hayden Power Group  
 Haynes Construction Co.  
 Heating & Plumbing Engineers Inc.  
 Helix Electric  
 Hendrick Construction Inc.  
 Henley Construction Co. Inc.  
 Hensel Phelps Construction Co.  
 High Country Contractors &  
 Developers  
 Hill & Wilkinson Construction Group  
 WCH Enterprises dba Hill Electric  
 HITT Contracting Inc.  
 HJ Russell & Co.  
 Holes Inc.  
 Hometown Plumbing & Heating  
 Houck Services Inc.  
 Howard Shockey & Sons Inc.  
 HPS Mechanical Inc.  
 HRI Inc.  
 hth Cos. inc.  
 Hypower Inc.  
 I.E. - Pacific Inc.  
 Icenogle Construction  
 Management Inc.

IES Commercial Inc.  
 liCON Construction Colorado LLC  
 Imperial Surveillance  
 Industrial Roofing & Siding Co  
 Inspiration Plumbing Co. LLC  
 Interpipe Contracting Inc.  
 Ivey Mechanical Co. LLC  
 J & M Steel Solutions Inc.  
 J&K Plumbing & Heating Co. Inc.  
 J.D. Belfield Enterprises LLC  
 J.E. Abercrombie Inc.  
 J.W. & Sons Inc.  
 JA&M Developing Corp.  
 JAMCo Inc.  
 James A. Edgar Co. Inc.  
 JE Dunn Construction Co.  
 Jesse Stutts Inc.  
 JFK Electrical Contracting  
 Enterprises Inc.  
 Joeris General Contractors Ltd.  
 JPB Designs Inc.  
 Kaufman Fire Protection Systems  
 Kenny Electric  
 Keystone Concrete Placement  
 Kier Construction  
 Kitchell Contractors Inc.  
 Klinger Cos./Younglove  
 Construction L.L.C.  
 Klinger Constructors LLC  
 Koontz Electric Co. Inc.  
 KPost Co.  
 KT Builder  
 Kuck Mechanical Contractors

L & B Electrical Contractors Inc.  
 L.R. Willson & Sons Inc  
 LaGasse Construction Inc.  
 Laketown Electric Corp. &  
 Engineers  
 Landscape Management Systems Inc.  
 Larson Plumbing & Utility  
 Lasco Acoustics & Drywall Inc.  
 LASCO Acoustics and Drywall  
 LEAD Staffing  
 Lee Co.  
 LEEBCOR Services LLC  
 Lester Contracting Inc.  
 Lithko Contracting LLC  
 Locke Solutions Precast Division  
 Louisville Paving and Construction  
 Lueder Construction Co.  
 Lywood Electric Inc.  
 M & E Contractors Inc.  
 M. J. Harris Construction Services  
 Maas Construction  
 Macri Associates Inc.  
 Macsons Inc.  
 Maguire Co. Inc.  
 Mallick Mechanical Contractors  
 Inc.  
 Maly Roofing Co. Inc.  
 Manhattan Construction Co.  
 MAPP LLC  
 Marek Brothers Systems Inc.  
 Marksmen General Contractors  
 Marold Electric Inc.  
 Martin Concrete Construction Inc.

Maryland Applicators Inc.  
 Matrix 5 Site Development  
 MB Western Industrial Contracting Co.  
 McCree General Contractors &  
 Architects  
 McDonough Elevator Sales and  
 Rentals  
 MCN Build Inc.  
 MetroPower Inc.  
 Middlebury Electric Inc.  
 Middleman Construction Co. LLC  
 Midlands Mechanical Inc.  
 Midwest Maintenance Inc.  
 MIG GOV LLC  
 Mike & Mike Services  
 Mike Rozier Construction Co. Inc.  
 Miller & Long Co. Inc.  
 Miller & Long DC Inc.  
 Miller Construction Co.  
 Miller-Valentine Construction  
 MJM Masonry Inc.  
 Moore Industries LLC  
 Morgan-Keller Construction  
 MP Masonry Inc.  
 MTech Mechanical  
 Multiservice LLC  
 Muschlitz Excavating Inc.  
 Nabholz  
 Network Cabling Services  
 Network Framing Solutions LLC  
 New Wave Electric  
 NGC Group Inc.  
 Nickle Electrical Cos.

|                                     |                                     |                                    |                                     |                                   |
|-------------------------------------|-------------------------------------|------------------------------------|-------------------------------------|-----------------------------------|
| Njirich & Sons Inc.                 | Pro-Craft Construction Inc.         | Sabel Mechanical LLC               | T.W. Frierson Contractor Inc.       | Tucker Paving Inc.                |
| Northland Associates Inc.           | Professional Construction Inc.      | Satterfield & Pontikes             | Taylor Electric Inc.                | Turnaround Welding Services       |
| Notch Mechanical Constructors       | Professional Electrical Contractors | Construction Inc.                  | TDIndustries Inc.                   | Turner Construction Co.           |
| Nova Group Inc.                     | of CT Inc.                          | Scaffold Resource LLC              | Teal Construction Co.               | Turner Construction Co.           |
| O'Neal Inc.                         | Provost Construction & Sons LLC     | Scott Murphy & Daniel              | Tecta America New England LLC       | Tuskegee Contracting LLC          |
| Occucare International              | QSR Steel Corp. LLC                 | SECO Architectural Systems Inc.    | Telstar Instruments Inc.            | United Contractor Services LLC    |
| OCE Mechanical                      | Quality Air Heating & Cooling       | Service Complete Electric Inc.     | Temp Power Systems                  | United Forming Inc.               |
| Oil Capital Electric LLC            | Quality Metals Inc.                 | Sevan Multi-Site Solutions         | Tharp Plumbing Systems              | Valcom Enterprises Inc.           |
| Olaf Anderson Construction Inc.     | Quandel Enterprises Inc.            | Shapiro & Duncan Inc.              | The Electrician Inc.                | Vannoy Construction               |
| Old Dominion Abatement &            | Quiring General LLC                 | Shawn Cole Construction Inc.       | The Gonzalez Group                  | Vector Electric Corp.             |
| Demolition LLC                      | R & O Construction Co.              | Shaycore Enterprises               | The Norwood Co.                     | Viking Construction Inc.          |
| Old Dominion Firestopping LLC       | R A Glancy & Sons Inc.              | Shell McElroy Construction Co. LLC | The PIT LLC                         | VMS Construction Co.              |
| Old Dominion Insulation Inc.        | R. W. Murray Co.                    | Shickel Corp.                      | The Winter Construction Co.         | W-Industries Inc                  |
| Ondra-Huyett Associates             | R.C. Mathews Contractor LLC         | Sinclair Construction Group Inc.   | Thermal Insulation Inc.             | W.T. Kenney Co. Inc.              |
| P & A Roofing & Sheet Metal Inc     | Radec Electric Corp.                | SKILES Group                       | Therrien Waddell Inc.               | Waas Boring & Cable Inc.          |
| Pacific Federal Management Inc.     | RCL Construction Co. Inc.           | SLAM Construction Services         | Thomas & Marker Construction        | Wanzek Construction Inc.          |
| Pacific West Controls Inc.          | Reddy Electric Co.                  | Slater Painting Co. Inc.           | Thompson Engineering Inc.           | Warren Brothers Construction      |
| PALA-Interstate LLC                 | Reliable Contracting Co Inc.        | SouthCon Building Group LLC        | Three Rivers Corp.                  | Watson Electrical Construction    |
| Palmisano LLC                       | Rio Grande Fence Co. of Nashville   | Southeastern Mechanical Inc.       | Tidewater Utility Construction Inc. | Watterson Construction Co.        |
| Pancoast & Clifford Inc.            | RK Mechanical Inc.                  | Southern Wall Systems II           | Titan Construction & Engineering    | Waynesboro Construction Co. Inc.  |
| Pariseault Builders Inc.            | Robinson Construction               | Southway Builders Inc.             | Services Inc.                       | Weaver & Jacobs Constructors Inc. |
| Pattison General Contractor         | Robinson Electric Co. Inc.          | Southwest Painting & Decorating    | TMG Construction Corp.              | Wendt Services                    |
| PCC Construction Components Inc.    | Roche Constructors Inc.             | Spacecon Specialty Contractors LLC | TNT Crane & Rigging Inc.            | Western Water Constructors Inc.   |
| PCL Construction Services Inc.      | Rock Spring Contracting LLC         | SpawGlass Contractors Inc.         | Torque Supply                       | White Construction                |
| PCL Industrial Construction Co.     | Rogers & Willard Inc.               | Specialty Group LLC                | Total Boiler & Mechanical LLC       | White-Spunner Construction Inc.   |
| PDC - Electrical Contractors        | Rollcon                             | Steel Fabricators LLC              | Total Environmental Concepts Inc.   | Wickersham Construction and       |
| PDS Engineering & Construction Inc. | Rose Construction                   | Steinberger Construction Inc.      | Town & Country Group                | Engineering Inc.                  |
| Pentalon Construction Inc.          | Ross & Associates Ltd.              | Stellar Group Inc.                 | TP Mechanical Contractors           | Wieser Brothers General           |
| Piedmont Mechanical Inc.            | Rowan Electric Inc.                 | Stronghold Engineering Inc.        | Trade Construction Co. LLC          | Contractor Inc.                   |
| Pinkerton & Laws                    | RSI Roofing Inc.                    | Structure Tone Southwest LLC       | Trades Unlimited LLC                | Williams Building Co. Inc.        |
| Pitlik & Wick Inc.                  | Ruppert Landscape Inc.              | Suburban Electrical Engineers/     | Traffic Control Services            | Wolverine Building Group          |
| Poellinger Electric Inc.            | S. I. Goldman Co. Inc.              | Contractors Inc.                   | Triangle Associates Inc.            | Wood Group USA Inc. - CMO         |
| Power Design Inc                    | S.M. Lawrence Inc. / Comfort        | Suffolk Construction Co. Inc.      | Triple "S" Industrial Corp.         | Wurster Construction Co. Inc.     |
| Power Electric Co.                  | Systems USA                         | T.D. Farrell Construction Inc.     | TST Construction                    | York Electronic Systems Inc.      |

# Glossary of Common Terms

**ABC** – Associated Builders and Contractors, a construction trade association representing more than 21,000 merit shop contractors and affiliated firms nationwide.

**Accredited Quality Contractor** – ABC’s credential recognizing members’ commitment to corporate responsibility in quality, safety, talent management, education, community relations and diversity.

**Behavior-based Safety** – A process that informs management and employees of the overall safety of the workplace through safety observations. BBS is intended to focus workers’ attention on their own and their peers’ daily safety behavior.

**BLS** – U.S. Bureau of Labor Statistics, a federal agency responsible for providing statistical analysis on workplace injuries, illnesses and fatalities. Operates under the scope of the U.S. Department of Labor.

**CII** – Construction Industry Institute, a consortium of owners, engineering-construction firms and suppliers focused on the effectiveness and sustainability of the capital facility life cycle through research and industry initiatives.

**CCDAFW** – Construction Coalition for a Drug- and Alcohol-free Workplace, established in 2012 by construction trade associations to develop resources in the campaign to eliminate substance abuse in the industry.

**CURT** – The Construction Users Roundtable represents many owners, users and clients that hire construction industry firms.

**DART** – Days Away, Restricted or Transferred rate. Measures the number of cases per 100 full-time employees where an injury or illness causes an employee to be restricted or transferred based on inability to perform normal job functions.

**Disrupted Life/Lives** – Non-statistical term used to describe the impact on the employee, friends and family when a life has been disrupted because of an injury suffered during work hours.

**Emergency Response/Fire Elimination Plan** – A systematic response to an unexpected or dangerous occurrence. The goal of a fire elimination plan is to instill the belief (culture) that all fires on a worksite can be prevented by implementing sound and, many times, state-of-the-art technology. The procedures must be

in place to mitigate the impact of the event on people, property and the environment.

**EMR** – Also referred to as Experience Modification Rate or “mod factor.” Calculation normally performed by the insurance industry (National Council on Compensation Insurance or state-level agency) reflecting percentage of workers’ compensation payouts by a company compared to a company of similar size and type.

**FTE** – Full-time employee as defined by BLS and captured on a company’s OSHA Form 300A, which tracks the number of full-time employees that a company employs in the course of a calendar year.

**Good Catch** – The recognition and correction of a hazardous condition or event that, if it occurred, would likely not cause death, serious physical harm or extensive property damage.

**Incident Investigations** – A systematic process to find the root causes of problems and develop effective solutions to improve performance.

**Leading Indicators** – A measure preceding or indicating a future event that is used to drive and measure activities carried out to prevent and control

injury, such as safety training, new hire safety orientation and behavior-based safety observations.

**Lost Life/Lives** – Non-statistical term used to describe a fatality caused by an injury suffered during work hours and the long-term impact, beyond the lost life, on family and friends.

**Near-miss Tracking** – Observations made and recorded of cases where, had conditions been different, an OSHA recordable incident would have occurred. Also referred to as “near-hits.”

**OSHA** – The Occupational Safety and Health Administration, a U.S. government agency tasked with establishing workplace safety and health requirements and enforcement of existing rules. Operates under the scope of the U.S. Department of Labor.

**OSHA Form 300A** – The “Summary of Work-Related Injuries and Illnesses” required by OSHA for all companies with 11 or more employees. It is created using information gathered from a company’s OSHA Form 300, the “Log of Work-Related Injuries and Illnesses.”

**Potential Significant Event** – The recognition and correction of a hazardous condition or event that, if it occurred, would likely cause death, serious physical harm or extensive property damage.

**Pre-planning for Jobsite Safety** – Project supervision and other key personnel are trained

in pre-planning for project safety and safety pre-planning is integrated into the estimate, bid and mobilization/demobilization stages of projects. A checklist or similar document is used to ensure a consistent and comprehensive approach to exposure evaluation and resource needs and project safety plans are regularly updated throughout life of project.

**Resources for Safety** – Funds, time, personnel, equipment, supplies, etc. are regularly budgeted or invested, and the return on safety investment (actual or projected) is tracked to evaluate the effectiveness of resource allocation and to guide future expenditure decisions.

**Safety Portion of a Company’s New Hire Orientation** – Amount of time, in minutes, a company devotes to covering safety-related topics during orientation for all new employees.

**Safety Program Goal Setting** – Developing and implementing descriptive goals for a safety program that controls hazards. Additional safety goals may include participation in safety committees, setting a number of weekly observations, conducting emergency safety drills, etc.

**STEP** – ABC’s safety management system, created in 1989 to gather data related to member safety performance and to evaluate the effectiveness of safety programs based on the key components of world-class safety programs.

**Supervisor Safety Training** – Supervisory personnel receive safety training including, but not limited to the company safety policy, the employer’s supervisor safety expectations, first aid/CPR/AED, OSHA 30 - competent person for trade/task-specific topics, emergency response procedures, completing an incident investigation, conducting a jobsite safety inspection, creating a job safety analysis, key points in leadership and human resources and conducting effective meetings. Opportunities for professional development are offered and supervisors participate in annual refresher safety training.

**Task-specific Planning** – A process that includes defining the scope of work, analyzing the hazards, developing and implementing hazard control, performing the work within established controls and providing feedback and continuous improvement.

**Toolbox Talks** – Topic-specific, short-format training, usually conducted before the workday or during lunch breaks, aimed at crews and site employees to educate on specific safety and health topics, hazards, policies and procedures.

**TRIR** – Total Recordable Incident Rate. Measures the number of cases per 100 full-time employees where an injury or illness caused a loss of life, situation where an employee is unable to work (days away), is restricted or transferred based on inability to perform normal job functions or any other injury that falls under OSHA’s definition of a recordable incident.

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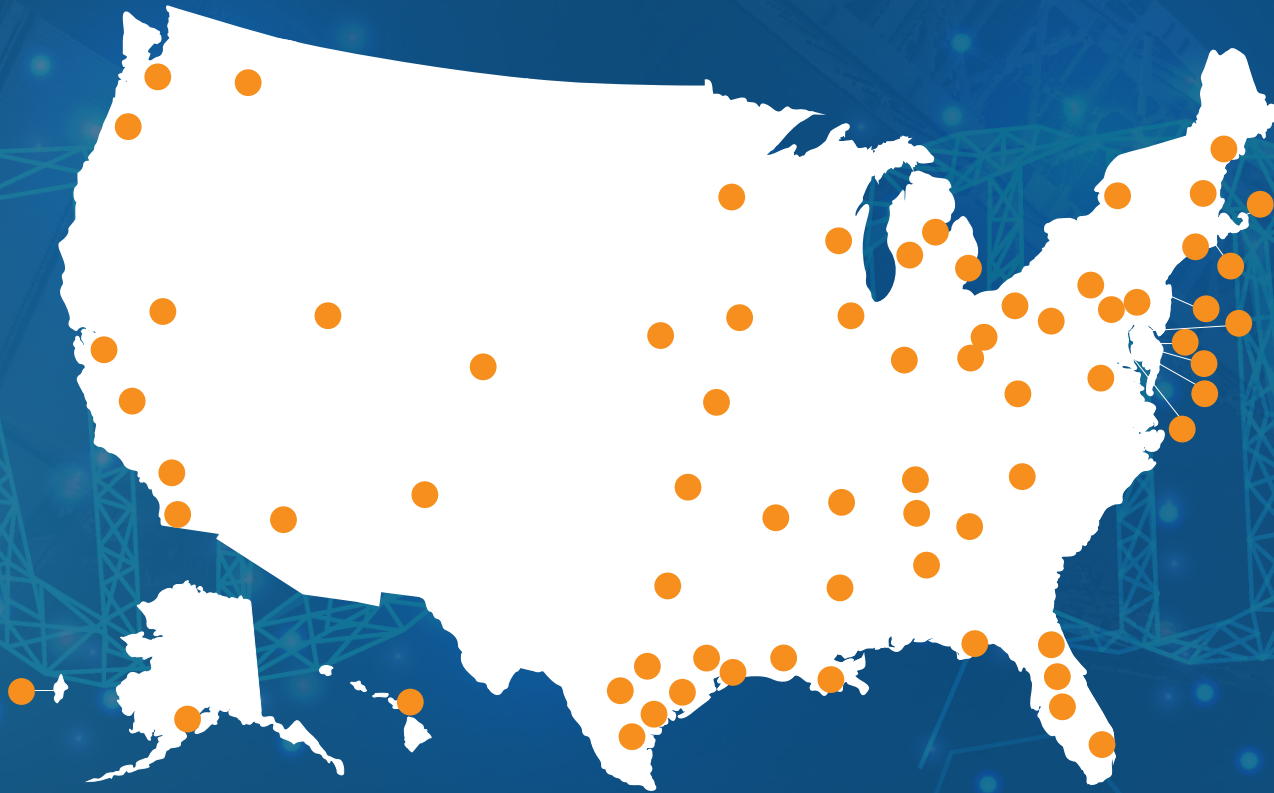
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## ABC Has 69 Chapters Nationwide



Established in 1950, Associated Builders and Contractors is a national construction industry trade association representing more than 21,000 members. Founded on the merit shop philosophy, ABC and its 69 chapters help members develop people, win work and deliver that work safely, ethically and profitably for the betterment of the communities in which ABC and its members work. **Visit us at [abc.org](https://www.abc.org).**



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